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OPPORTUNITY PROFILE
Canadian YMCA Retirement Fund Board Trustee

About the Canadian YMCA Retirement Fund

The Canadian YMCA Retirement Fund's sole purpose is to provide retirement benefits for YMCA employees throughout Canada. Their team includes experts in investment management and benefits administration who are dedicated to ensuring the Fund is a results-driven, high-quality provider of retirement services and education to the people they serve. They are proud of their mission to reward YMCA employees for their dedication to the Movement with a well-deserved, comfortable retirement.

Quick Facts about the YMCA in Canada:

- The Canadian YMCA Federation is made up of a national office and 39 Member Associations across the country who share a common mandate to build healthy communities through the power of belonging. Today, 35 YMCAs and 4 YMCA-YWCAs in Canada offer programs and services tailored to the needs of their communities.
- Around the world, the YMCA serves over 60 million people, with 12,000 locations across more than 120 countries. 24 Canadian YMCAs are engaged with 16 YMCAs internationally across 14 countries located in Africa, Europe, Latin America, and the Caribbean.
- YMCA programs are offered at more than 1,700 locations across Canada and help more than 2.25 million people annually become healthier in spirit, mind, and body.
- The YMCA is Canada's largest childcare provider, and in 2019, more than 90,000 children were nurtured in their quality childcare programs every year. As Canada's leading non-profit provider of child care, the YMCA offers more than 88,300 licensed infant, toddler, preschool, and school-age spaces.
- More than 289,000 people received financial assistance last year to participate in YMCA programs and camps.
- The YMCA is the first stop for many new immigrants and refugees settling in our country. YMCAs help newcomers establish roots in their new community and connect with a wide range of community services, all aimed at helping them access the resources they need to start a new life here.

The Role: Board Trustee

As a member of the Board of Trustees, each Trustee participates in the collective oversight and governance of the Fund. Trustees evaluate and ensure that policies are developed and implemented within the parameters of the Board's authority; consistent with the Fund's goals; compatible with other policies; implemented in a fair and just manner and effective in achieving intended outcomes. Trustees contribute their knowledge and experience to provide fiduciary oversight of the Fund's investments and operations, helping ensure it is managed responsibly and continues to deliver secure, sustainable retirement benefits for members. Board terms are for 6 years, renewable for 1 additional term. The Board typically meets for 1 day 4 times yearly (3 times virtually and once in person in Toronto). Trustee positions are not remunerated, but all expenses are reimbursed.

Board Committees include the Audit Committee, Investment Committee, and Diversity, Equity and Inclusion (DEI) Committee. From time to time, the Board may also establish ad hoc committees to address specific matters. The Audit and Investment Committees typically meet quarterly, in advance of each meeting of the Board of Trustees.

Trustees must be Canadian residents and at least 18 years old. We are seeking candidates who think rigorously, are proactive, and committed to supporting the long-term financial health of YMCA staff across Canada by effectively governing a responsive pension plan. The Board values diversity and collegial working relationships.

We are particularly interested in sourcing candidates who have direct experience in the pension and investment industries.

Board Responsibilities

- Assess ongoing communication and educational requirements for Plan members.
- With over $500 million in assets under management, Trustee oversee the selection and performance of investment options in accordance with the Statement of Investment Policies and Procedures (SIP&P).
- Select and evaluate on an ongoing basis the recordkeeper and custodian to hold and keep safe the various fund assets.
- Annually review the SIP&P and suitability of investment objectives.
- Be responsible for the delegation of any responsibilities to advisors and service providers to the Plan.
- Review and approve the Plan's financial statements annually and approve the budget.
- Plan design changes and considerations.

Skills & Experience

- **Evaluation Measures** - experience/expertise in evaluating the effectiveness and efficiency of organizational systems.
- **Pension Legislation** - experience/expertise in pension legislation.
- **Pension Management** - experience/expertise/understanding of how pension plans are changing in today's world.
- **Board Experience** - prior or current experience as a board member for a national or regional organization; knowledge of not-for-profit governance best practices and ability to apply this in a multi-employer context.

Diversity Goals

YMCAs are committed to Diversity, Equity, and Inclusion, anti-racism, and truth and reconciliation processes. The Canadian YMCA Retirement Fund is intentionally seeking to recruit nominees who are members of communities that are currently underrepresented on the Board: Indigenous Peoples; Members of the Black community; Racialized communities; 2SLGBTQIA+ folks; disabled persons/persons with disabilities. The Board will be asking candidates to complete a self-identification survey after indication of interest.

Express Your Enthusiasm

To apply, please email your cover letter and resume (in PDF or Word document format, preferably as a single document) to John Dugdale at apply@leadersinternational.com, including the job title in the subject line.

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